

## HydraSpecma Diversity, Equity, and Inclusion (DEI) Policy

### Purpose of application

We, at HydraSpecma, aspire to be a more diverse, equal, and inclusive company. We believe that by ensuring a diverse and inclusive corporate culture within all HydraSpecma operational sites, we contribute and inspire to a stronger workforce and diverse as the tasks we encounter every single day across borders and cultures.

The purpose of HydraSpecma's targets and efforts on diversity, equity and inclusion is to ensure a corporate culture that supports utilizing and retained employees, managers, and leaders' talent in the best possible way. At HydraSpecma, we want to increase and safeguard value creation in the company through a focus on diverse-, equity-, and inclusive values in the employee composition, as a supporting factor for breadth and variation of expertise, and for enhancing dialogue, knowledge sharing, and risk management.

### Scope of application

At HydraSpecma, we are committed to uphold the principles outlined in this DEI policy across all our operational activities. The fundamental principle of this policy applies to all HydraSpecma's operations and operational sites. The aspects of the policy outlines HydraSpecma's expectations to all employees at all levels of the organisation when it comes to diversity and inclusion. This DEI policy states expectation from employees, leaders, and management.

We believe that each individual within the organization has a responsibility and must contribute to an environment where employees, managers, leaders, customers and stakeholders of relevance can feel safe, secure, and included, why we have integrated diverse, equity, and inclusive considerations into all our everyday practices, as we recognize the importance of these values' presence for a more positive and diverse working environment.

### Roles and responsibility

Our Diversity, Equity, and inclusion Policy applies to all prospective and current employees of the company as well as visiting customers and stakeholders of relevance.

Policy Authorized	Policy Owner	Last review	Next review
Morten Kjær Group CEO	Kristina Gårdman Director of Group People & Culture	14/01 - 2026	14/01 - 2027

	
Morten Kjær Group CEO	Kristina Gårdman Head of Group People & Culture

HydraSpecma Diversity, Equity, and Inclusion principles:

We, at HydraSpecma, have the following corporate understanding of diversity, equity, and inclusion, which we expect our employees, managers, and leaders to follow.

*Diversity*

We, at HydraSpecma, understands diversity as the representation and participation of groups of individuals with different social identity, such as gender, transgender identity or other expressions, age, culture, nationality, ethnicity, physical abilities, disabilities, education, political, and religious beliefs, sexual orientation, and other attributes.

*Equity*

We, at HydraSpecma, understands equity as the ability to being fair and impartial when meeting the needs of our individual employee and how opportunities are provided in an objective matter that isn't affected by unconscious biases.

*Inclusion*

We, at HydraSpecma, understands inclusion as the process of involving, accepting, and valuing all individuals in the workplace regardless of their differences and social identity, proving the rights and equal value of all people.

*Corporate self-requirements*

HydraSpecma is built on the fundamental view that results are created by people. We, at HydraSpecma, therefore considers diversity, equity, and inclusion a strength that makes a positive contribution to growth, risk management and value creation for the entire organization. A diversity of expertise and backgrounds is considered a factor that contributes to enhancing the quality of the work performed by employees, management, and leaders, and the interaction between, why we aspire to:

- Relevant diversity to be reflected at all levels in the organization.
- Be an attractive and inclusive workplace, regardless of where an individual employee is in their course of life and regardless of the position the employee is hired for.
- Give our employees the best possible conditions to thrive and develop their skills and expertise.

- The widest extent possible, we want to take into consideration the individual employee's personal affairs, e.g., when the employee starts a family, approaches their retirement age, or experiences other life-changing circumstances.

## HydraSpecma Diversity, Equity, and Inclusion areas and actions

### *Diverse talent-fundament*

We, at HydraSpecma, aspires a diverse culture and talent-fundament that invites and embraces multiple perspectives into the company's everyday life. We believe that a diverse culture creates the fundament for a more open and informed organization, that takes better decisions, and reflect the diversity of the societies we are part of, why we are committed to attract, develop, and retain individuals with different perspectives, experiences, and backgrounds, to support us in our strategic journey.

HydraSpecma's corporate DEI aspects must be a natural and visible element in any recruitment, hiring, and selection activity of the entire organization. Diversity and inclusion must be a visible factor in our, e.g., vacant jobs post, selection criteria, employer branding, and successors for key positions.

### *Inclusive corporate behavior*

We, at HydraSpecma, aspires diversity at the company's management level, ensuring a broad range of expertise, viewpoints, and experience. Thus, HydraSpecma aims to ensure that the members of its management levels possess adequate knowledge, professional expertise, and experience collectively to be able to understand the company's activities, the risks associated with them, and employee diverse talent-fundament.

An inclusive culture is about nurturing a sense of belonging in the workplace. When individuals belong, they are comfortable with expressing themselves openly, freely, and in their own voice, which a diverse and understanding leadership-level helps fostering.

HydraSpecma has a zero-tolerance towards any kind of bullying, harassment, and discrimination, and is committed to creating an inclusive culture free of these behaviors. It is therefore expected from all individuals of HydraSpecma to demonstrate an inclusive attitude and behavior, free of such actions. It is the leadership-level's role to ensure and retain a corporate DEI-values between individuals of HydraSpecma.

### *Corporate DEI practice-approach and Equal opportunities*

We, at HydraSpecma, aspires to be an attractive and stimulating workplace that attracts and retains the most qualified employees through equal opportunities for all individuals, why this policy should reflect the company's ambition and efforts to ensure a diverse distribution of individuals, that:

- HydraSpecma is and will remain an attractive workplace for managers of either gender.
- HydraSpecma recruitment and appointment procedures support an inclusive culture for all individuals, regardless of their differences and social identity.

- That, HydraSpecma, when appointing managers, strive to always have at least one of each gender among the final candidates.
- HydraSpecma's employees feel that they have equal opportunities in respect of career advancement and management positions, regardless of differences and social identity.
- HydraSpecma employees, regardless of their differences and social identity, are ensured of equal opportunities to develop their professional and personal expertise through participation in seminars and personal development programs
- HydraSpecma's policies and practices for remuneration and granting of salary benefits to employees in management positions are gender neutral and to the widest extent possible support the principle of equal pay for equal work or equal value.

To enforce, communicate, and share our corporate culture and work environment, we promote our DEI-values through our corporate employee portal. Yearly, we monitor the outcome and progress if these initiatives through employee surveys, internal discussion between Group P&C and management-levels, and defined KPI's. KPI's are revisited and adjusted accordingly or when necessary.

As a workplace, we at HydraSpecma want to ensure equal treatment for all individuals. We take pride in belonging to a community that comprises different genders, ages, ethnicities, sexual orientation, faiths, and religions. We believe that we will gain competitive advantages and leverage the effect of diversity for business growth, which requires equal opportunity focus throughout the organization.

#### *Whistleblower system*

We, at HydraSpecma, encourage all employees and stakeholders to speak up about any misconduct, such as any bullying or harassment, business crimes, human rights violation or clear and serious violations of internal guidelines and policies of HydraSpecma and report it to our whistleblower hotline. The Whistleblower hotline is an internet-based reporting tool hosted by a third party, EQS group A/S (Got Ethics A/S). All information is kept strictly confidential, and all concerns can be raised without fear of retaliation.

#### [LINK TO HYDRASPECMA WHISTLEBLOWER SYSTEM](#)

All reports made via the whistleblower hotline will initially be received by two senior persons within the Schouw & Co. Legal & Compliance function, one of them being an executive member of the management and the other being the General Counsel of Schouw & Co. ("Legal & Compliance"). Legal & Compliance reviews all incoming reports, and distribute them to HydraSpecma for further and correct processing on-site.